



Executive Board Meeting
January 11, 2010

Approve Minutes from November 11, 2009
Pledge-Jackie Van Etten

17 Executive Board members
15 Attending

New business

1. Negotiations: Boyd, Nan and Tracy met with the superintendent last week. The district is in bad shape. We may be looking at anywhere from a 2 ½ to 7 % cut plus maybe additional for the rest of fiscal year 2010. There was discussion on how we could make those cuts. Possibly with some furlough days or a straight across the board cut in pay. The superintendent wants us to begin thinking about what we may be able to give. We would like some input on it. WE need to look at concessions that may be easier to sell to the membership. We do know there will be some cuts it is just a matter of where. The majority of us feel that we would rather have the entire district down for 3-5 days; this would affect everyone not just classified.
2. Retirement: Nan touched on the proposed retirement changes to the State retirement. She wanted us to get the word out to have the classified employees stop into the ten minute meetings that will be held at the schools by the teachers to stay informed. We should schedule something with food service to alert them since they do not have any teachers at their location in the central kitchen.

Doyle Herndon made a motion to hold a mass meeting for the membership
Else Salmond seconded the motion
Discussion

It was suggested that we do it on February 8th, 2010 in conjunction with the board meeting. The mass meeting could begin at 5:30 PM and the board meeting could follow the mass meeting. We will give a check to Dr. Gourley for the rental of the High School auditorium for the meeting. Tracy will check on the availability of Taylorsville High School's cafeteria or auditorium for February 8, 2010 with a start time of 5:00 PM. Once a site is secured USEA will print and mail the mass meeting invite post cards.

Tony Beale made a motion to add to the original motion, so the motion is to have a mass meeting followed immediately by the board meeting on Monday February 8, 2010 to begin at 5:30 PM at either Taylorsville High School or Eisenhower Jr. High School.
Mike Memmott seconded the motion

Vote, all in favor, motion carries

Attending:

Tracy Atkin
David Shell
Else Salmond
Brian Mann
Doyle Herndon
Jo Ann Palmer
Nan Kirkpatrick
Tony Beale
Don Turner
Dave Richards
Sue De La Cruz
Mike Memmott
Boyd Kimber
Kora Lynn Drake
Jackie Van Etten
Sherri Linnell

Excused:

Jerry Norton
Marla Stark

Absent:

Vote on original motion to hold the meeting
Vote, all in favor, motion carries

3. Elections: The president elect for each department needs to conduct the election for their department. They need to advertize the position and hand out nomination forms. Department elections need to be completed by the first week in April. Those who wish to run for the office of president elect for the executive board need to have their petitions in by February 26, 2010 to any executive board member. It is suggested that anyone interested obtain more than the 25 signatures as some people sign the petition and are not members, you have to have 25 association member signatures to run.
4. Delegate's conference: The delegate's conference will be held one week earlier this year it will be in St. George on April 23 and 24th, 2010. We have to have any employee of the year nominations for employee of the year into USEA by the end of February.
5. USEA dues structure: Tony Beale is on the committee and reported back to the board the options that are being looked at by the committee. They looked at three major ways of doing it and have come to a consensus on a flat rate. Combine USEA and NEA's dues and no prorate everyone for example would pay \$224 a year and how much they paid per month would depend on how many months they received a pay check; a nine month employee would pay more per month because they have to pay the \$224 in nine months, a twelve month employee would pay the \$224 over twelve months. As a board we would need to look at our local dues so that they were set up on an annual basis as well. We could need to hold a mass meeting and ratify it and we would need to change our bi-laws to reflect the change. We would have a year to look at this and study it, a year to implement a flat rate policy. In May or June we would need to have a mass meeting to ratify negotiations and we could use this time to make some of these proposals.
6. Background checks: Tony Beale reported on that there have been some letters that were handed out with a final warning. Everyone will receive a letter if something comes up on their background check, even if they have already brought it to the attention of their supervisor. They will need to come in and sign a release and get fingerprinted for a background check to be conducted and they need to submit a letter stating what it was and the circumstances surrounding it to HR. * Only brand new employees will have to pay the fingerprinting fee.
7. Tracy Atkin to pay for and continue the bond for the presidency.
Brian Mann seconded the motion
Discussion
Vote, all in favor, motion carries

Business

1. Outstanding Employee: Jerry Norton was excused from tonight's meeting and there was no nomination
2. Insurance Committee: Tony Beale and Doyle Herndon reported that we had 9 employees who are retired that had not paid their insurance premium as of the meeting. The RFP's came back for the administration on health insurance and the committee's recommendation is to continue with GBS. Open enrollment numbers increased in all areas, more people opting for coverage and there were no appeals this month.
3. Wellness Committee: Tony Beale said that they are doing an administrator weight loss program. The wellness committee would like recommendations on options and ideas.
4. We will now have a full time employee from the state school boards association; she is being paid by them and will be here to aid employees with workers compensation issues and claims. They are changing the protocol on how you report injuries; you normally would fill out an incident report and notify your supervisor and then go to work care if necessary. Now you will notify your supervisor, fill out the form and call the company nurse, you may or may not go to work care as before. The company nurse is available 7 days a week 24 hours a day. Other school districts that have gone this way have noted a significant cost savings.

DEPARTMENTS

1. Custodial: Nothing
2. Food Service: Sue De La Cruz said that there is an injured employee who has been allowed to work on crutches after they would not allow another employee (a while ago) to do the same thing. Nan said that she is working on this issue and will get with Sue on this. Sue asked about pay for a helper who has been consistently driving routes for a couple of months and is only receiving helpers pay instead of drivers pay, he is a member and is keeping track of all of his driving hours. Nan will follow up on this one as well.
3. Hourly: Nothing
4. Information Systems: Nothing
5. Instructional Assistants: We are still working on the calling in sick to 5 people issue.
6. Maintenance: Snow Removal
7. Police: Nothing
8. Police Electronics: Nothing
9. Secretaries: Nothing
10. Transportation: Nothing
11. Warehouse: Calling in sick questions

USEA/NEA- Nan Kirkpatrick –

You should have received your newsletter in the mail if not you should have it today or tomorrow at the latest. You should also be receiving a membership drive packet.

Delegates conference is in April and you should consider making your reservations now.

Mike Memmott made a motion to adjourn

Tony Beale Seconded the motion

Vote, all in favor motion carries

Meeting adjourned at 7:19 PM